

Njabulo Chriswell Sithole

LEADING MY PEERS

The highest requirement is
"Chilled" diversification...

LEADING MY PEERS

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Kingdom Kings

*Discovering divine identities.
Establishing compatible brotherhood.
Cultivating change everywhere.*

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LEADING MY PEERS

The greatest advantage in life is being young. Young people have a full view of the kind of decisions they want to make in the adults around them. There are so many mistakes and successes around you as a young person. There's so much to learn and so many decisions to make. Live for a young person is an open-book test.

As Myles Munroe noted that, *"All humans have an instinct for leadership but most of us don't have the courage and the will to cultivate it"*. In you now there lies untapped potential of servant leadership regardless of your position.

The title you have must not give weight to your character but rather your character must give weight to the position you hold. Your significance doesn't lie in the title. Your significance lies in discovering the server in you, in learning to serve others unconditionally and in echoing to God Himself.

"When you become a leader, you lose the right to think about yourself". -Gerald Brooks

A leader will know when it is time to walk ahead, besides and behind those he/she leads:

1. Vision, direction, decision and conviction

When you walk ahead of them – its means you know where you are leading them to because you have been there before. Conviction is necessary as directive tool.

2. Encourage, show compassion & unite

When walk besides them – you open your ears far more than you speak, you hold their hands to assure them that you are all going there, you instil courage in them by constantly affirming them.

3. Assess, correction and readjustment

When you walk behind them – you gather them together, you assess your influence on them, you correct them and you bear with them because you love them. Take accountability and readjust to the right course.

The responsibility of power is knowing that you can manipulate people and things into your favour but you

still decide to act in the best interest of your principles and values.

A called person and a hired person may receive the same salary but the fulfilment level will always differ. To the hired one, it's just a job to make a living and to the called one, it is an absolute privilege and honour to serve God Almighty.

Live a life where even God is compelled to prolong your days even after His purpose with your life is complete because of the loving life you live. Leadership isn't damage control but tracing the exact causes of the problem and creatively eliminating the causes.

In a nutshell, leadership is about carrying the vision to its fulfilment while grooming, utilizing and complementing available functions as result of various credible characterial influences from God Almighty and others.

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Chapter 1

Neither blame nor praise

It is easy to indulge yourself in the pleasures of being praised by those you lead. I was often praised by others for the virtues of good leadership that I portrayed. I didn't at the time understand that the praises of the people are able to ignite pride in me and pride made me complacent in my growth.

Praise is a self-esteem reward, a positive feedback and an affirmation from the people you lead but at the same time it is a temptation to remain stagnant if especially if you let it get to your head. Praise easily becomes a blind spot to growth especially when you are not sensible enough to search the thoroughly the motives behind those praises. If you are not fully careful, the praises of the people smoothen you for your biggest failure. Receive the people's praises but do not allow these praises from your people to get to your head. Keep the overall goal in mind and celebrate the little accomplishments along the way.

The very same people that you lead are going to blame you when things go wrong. They are going to ridicule your leadership. They are also going to call for you to step down as they loudly scream notions of no confidence in you. They're also going to loudly exclaim that your contenders during your election could have made better leaders than yourself. Understand that you are not entirely perfect and that you will make mistakes. If you have paraded yourself as a perfectionist that condemns people for making mistakes - you will not escape the same judgement on you. It is often said that, *"Don't cast stones especially when you live in a house made of glass"*.

The essence of effective leadership is acknowledging that you have made a mistake, that you are wrong in your judgement and that your decision wasn't the best. It is not a low blow for a leader to apologize. A leader that apologises automatically creates a platform for accountability, correction and reconciliation. Continue to reassure especially when you are on the wrong that you will do your utmost best to rectify the situation and to make sure that such will not happen again.

Make it a point that you exploit all kinds of criticism from anybody in pursuit to grow yourself as a servant of the people. Develop emotional intelligence so that you will not hate or grudge on destructive critics. Be assured that you will experience all kinds of criticism.

Praise from the people you lead has the potential to kill you and blame from the people you lead has the potential to grow you into your greatest.

"It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those

cold and timid souls who neither know victory nor defeat."- Theodore Roosevelt

You must regulate in proper balance the praises you receive from people in proper alignment with the blame you can take from the people. If neither praise nor blame from people can move you, yours is stability, impact and fulfilment.

Confidentiality is a policy

As a leader you are the most trusted person to consult over a matter. Now and then the people you lead are going to vent out to you over various personal matters. They will bring grievances they have against others and against you personally.

A lot of advice you are going to have to give to various people on a lot of matters hence ignorance to the ways of wisdom is very costly to a leader. It is however necessary that you become a leader that consults his or her superiors in matters that are above your handling capacity because they will come. It is not wise for you to have a big mouth as such does not instil confidence in others regarding your leadership. Nobody in the world is under severe scrutiny like leaders.

You cannot afford also as a leader to act on one story being told. You must put both matters into balance before you draw a conclusion. You are going to have to

employ conflict resolving strategies according to the different types of personalities of the grieved parties.

“Confidentiality is a virtue of the loyal, as loyalty is the virtue of faithfulness”. –Edwin Louis

Your people and team players need to be able to confide in you. They however, need to know that they can trust you with very sensitive matters. Even in your anger caused by the individual that vented to you a couple of months ago does not permit you to spill the beans on them. Emotional intelligence is self-control at play.

Chapter 3

Developing emotional intelligence

Learning to be conscious of your verbal and non-verbal initiations and responses to what others say and do is the beauty of emotional intelligence and the charm of self-control.

Reacting is giving control. Responding is taking control. Learn to swallow your words before you say them because words cost, hurt, heal and last. We need to learn to read words before we even say them otherwise we will be labelled as inconsiderate, selfish and self-centred people.

You can be considerate with your words, if you choose them carefully. Plan your words and discern the spirit that is influencing to speak those words.

Don't listen to react. Listen to respond. Think on your reply. Gauge the level of truth and constructive criticism someone can take by getting to know them for some time. There are different way to talk to different people.

One of the greatest ways to communicate is to understand how a particular person communicates. For example, males and females:

1. Non-verbal apologies
2. Verbal apologies
3. Verbal apologies with compensation
4. Verbal apologies with affection.

Emotional intelligence is surpassing the urge to react, respond and to initiate out of your negative emotions. Emotional intelligence is an insight into influences and a foresight into the results of those influences.

We must make every effort to communicate well. Communicating well creates a wonderful flow and a great build-up to amazing moments.

Leading older people

In 2015 I was chosen as a leader of the youth at church in Pretoria. Leadership wasn't a new thing to me but what was new to me was leading people who were older than me.

As a young Gideon I had to constantly build my self-esteem in God Almighty as these older giants tested and tried my leadership countless times. The challenge with older people is the pride in them not to take instruction from a young leader. I had to constantly sit in disciplinary hearings with the senior pastor resolving matters of defiance.

I was brought to an understanding by my senior pastor that it was required of these older people to have a lot of humility in order to be led by a youngster like me.

There was one scripture in particular that kept me resilient, focused and determined and achieving our overall objectives:

“Do not let anyone despise you because you are young but set an example for the believers in your speech, in your love, in your conduct, in your purity and in your life.” - 1 Timothy 4:12

I had to mature in thinking and in doing. I had to mature in a way in which I had to challenge them with my own life example. These older youths were 5 years to 10 years older than me so I had to grow at least 15 more years to 20 more years ahead of them that's off course in regards to life perspectives.

When I finally grew over a period of eight months. The senior pastor at the time shifted me to the church's executive committee and there of course I tasted matters that he had to deal with personally. The language between me and my senior pastor at the time shifted to be off very old men who had grown in wisdom and with so much life experiences.

Chapter 5

Conflict resolution

Back when I was a High School President. My deputy and I always stepped on each other's toes. I was one to brush it off, grudge, punish her strategically and she was one to seek reconciliation through mediation. She was often very reserved about matters between us and never really exploded in front of everyone else. Even when we went to our officer liaison Mrs Walter, I would escalate matters with my pride, stubbornness and hard-headedness. Mrs Walters was my mentor who knew how to calm me down and bring me back to my senses. Her mediating matters between me, my deputy would lead to peaceful resolutions and reconciliation between me and my deputy.

The bottom line is as team players you are going to have conflicts and failure to resolve conflicts will delay your progress as a team and most likely divide the team apart.

It is imperative that teams develop together models that will help them to resolve arising conflicts. There are various models common to successful teams:

1. *Mediator*

Teamplayers visit neutral counsellor who will weigh both sides of the story against each other then offer a list of viable solutions.

2. *Holy Spirit*

The Holy Spirit convicts both teamplayers to reconcile with each other.

3. *Weekly reflections*

The team sits down together in a quiet place to reflect on the achievements, challenges of the team then formulate strategies on how to tackle challenges and how to improve more on their progress.

4. *Instant confrontations*

Should one partner err. The grieved partner will immediately confront the other partner in pursuit to be forgive and to peacefully reconcile with them.

5. Delayed confrontations

The grieved partner will show through his/her initiations and reactions that something is mishandling her/him. The other partner will feel it, move forward to find out the reasons and seek to reconcile with his/her partner.

6. The honeymooners

The grieved partner will trigger a visit to the honeymoon stage. Once at their highest of happiness together, matters will be raised in pursuit to reconcile and to lengthen the honeymoon stage.

7. The chesters

Both teamplayers have issues unresolved with each other. An incident triggers one partner to explode on the other which triggers the other partner to explode back. Both partners go into some time of separation to think themselves through then reconcile eventually.

Types of apologies

1. Brush-offs

Insincere apologies given by the guilty party to just brush off matters. They are not really sorry about what

they have done to the other. The sad emotions are even faked. Guilty parties tend to emotionally manipulate the grieved parties to forgive them.

2. Sincere apologies

When the guilty party realizes the harm done to the other both intentionally and unintentionally then seeks to reconcile with the grieved party. Stating and showing through gestures that they are remorseful about their words, actions and also willing to compensate for damages incurred as a result of their behaviour.

3. Blame-passing

The guilty party will state that his/her responds was due as a result of being provoked by the grieved party. The guilty party takes no form of accountability and requires the grieved party to apologize first. In some cases the guilty party is psychopathic about his/her response to the behaviour of the grieved party and sees no need to apologize.

It was Beverley Engel who said, "*A meaningful apology is one that communicates three R's: regret, responsibility, and remedy*". To add on that someone

once said, " *Any good apology has 3 parts: 1) I'm sorry. 2) It's my fault .3) What can I do to make it right? Most people forget the third part*".

Really and sincere apologies must be absent of excuses and reasons. When egos come to play, relationships suffer and progress halts until humility is allowed in your hearts.

Conflicts are better resolved when teamplayers understand the value of the team other than that pride is very costly. It is foolish of teamplayers to live matters unaddressed for more than a day. Underlying bitterness delays one's overall prosperity. The goal is for teamplayers is to be able to reconcile matters promptly.

You can't be sorry and defensive at the same time. Account, sincerely apologize and give room. The sooner you master resolving matters quicker and effectively, the happier your team experience will be. Reconciliation has a fragrance of eternity together.

Chapter 6

Escaping temptations

As a young eloquent , well-known and handsome leader. I attracted quite a number of attention from females. I got love letters, I got phone numbers without asking for them and I got a lot of messages of women confessing their love. The tempting part about this is that the girls at that time very beautiful and some I really crushed on badly.

These temptations as a young man give me sleepless night as I tossed to and fro in my indecision. I learnt that being in power attracts unnecessary attention especially from the opposite sex.

A mind blowing incident happened during our camp when one of my team players tried to seduce me. I don't know how I managed to resist her even with especially with an erection. I think it was the benefit of self-control that saved my life that evening. I was one of the first male High School Presidents in my school to remain abstinent throughout my term. Better to say

who had clean habits altogether which resulted to me being accredited the term "Uptight" by my peers.

Power is that dangerous as not many women can resist a man in power. A lot of women easily throw themselves on men who are in power for the various perceived benefits that come with having an affair with a man in power unless otherwise the women's aim is to control you through blackmail.

It is highly imperative to develop self-control as a leader otherwise you are going to sabotage yourself. A "Yes" man is not even good for himself. You really as a leader have to really think carefully about the cost of your compromise. All our actions have consequences.

There are three types of women/men:

1. The woman/man of your specific criteria.
2. The women/men you lust after.
3. The women/men who lust after you.

If you entertain the women/men you lust after and the women/men who lust after you. You will sabotage yourself from meeting the woman/man of your specific

criteria. Why? The two below are your temptations and distractions.

There are temptations that you have to:

1. Avoid (walk away/ flee from).
2. Overcame (contest head-on).
3. Endure for a time (fight through).

Yet in all of the above, there are temptations that you will fall into out of:

1. Ignorance (Overlooked the precautions).
2. Intention (You wanted to).
3. Deception (Appears to be right).

Chapter 7

Weighing influences

I once was a victim of gossip and my fellow gossipers often fought against each other. We used to travel in the same minibus to and from school. These girls used to gossip to an extent that I heard them always in my mind and at times it caused me to mistreat those spoken about as I became a member of the wicked team. My performance suffered greatly particularly in being a good leading example. I realized this as much damage was already done.

Bad judgment was the breakfast every single day. I neglected my Bible strongly because I knew that what I was partaking in was a complete offside to what I stood for. I repented and immediately left the minibus.

I began to walk to the taxi rank, along the way I met people who needed God and I actually bonded with most of my fellow learners much better. I sometimes wish that I could have stood up and reprimanded those girls.

As a leader, you must be courageous to denounce immorality and make sure that you are not involved in it too. I made it my goal every day that when I came to school that I should talk to somebody I never spoke too.

Talking to total strangers everyday became hard when I had a girlfriend, she always wanted to dictate who I should talk too and who I shouldn't. I had to choose between my people and her. I went for the people instead. I also remember disassociating with my then friends as they also wanted to dictate who I should and shouldn't get along with especially as a people's person.

Weighing overall influences is important especially when your goals are clear. Your greatest stumbling blocks are sometimes too near. **You cannot take who you were to who you are becoming. You have got to let go of unproductive influences and habits.**

Leadership will require you to cling on to positive and pure influences everywhere. You become an agent of what you attract and attach yourself to.

Chapter 8

Team selection

It's imperative to get to know your team player's abilities and gifts. Leader's exhaust themselves when they fail to delegate power, facilitate various gifts and monitor progress.

Leadership isn't just hard work but co-ordinated strategy. Leaders are just too insecure and glory-seeking perfectionist with no intention to create independence in their team players.

Jesus Christ Himself wasn't everywhere, doing everything. He trained, identified gifted individuals and delegated authority. Create team playing leaders! If you delegate tasks, you create team players but if you delegate authority, you create leaders.

The problem comes when the when the handbrake and the brakes are substituted by the gear and the clutch. When this occurs, it makes both the handbrake and the brakes absolutely useless because it is not the main function of the gear and clutch to stop the car instead

it is the function of the handbrake and the brakes. Just because the gear and the clutch can stop the car doesn't mean they have to. **You don't need to be multifunctional when they are necessary people to complement you as a leader.** If you do not learn to facilitate the gifts, talents around us and your capability in line with what you want to achieve, you will become weary, envious of others and you will lose focus.

A lot of visions are going to die. Many visionaries don't have the patience to look for good team players. They start something today and already they have popular, busy and unequally yoked people on their teams who cannot deliver on simple tasks.

Team selection requires patience, knowledge and wisdom otherwise that vision you carry will die in your sight. Part of leadership is wisely selecting teamplayers, enriching their enthusiasm, delegating proportional authority and compatibly facilitating their various gifts in the direction of your fundamental objectives. Jesus Christ did this and it worked.

Chapter 9

Team creativity

It's not your responsibility as a leader to build every model needed to actualize the vision but it is your responsibility to make sure that team members feel and know that it is also their responsibility to actualize the vision you shared with them.

It was Henry Ford who said, ***"If there is any one secret of success, it lies in the ability to get the other person's point of view and see things from that person's angle as well as from my own"***.

You don't as a team leader reject suggestions from team players instead you build on them then try them as such courtesy increases team participation. Although some ideas may seem far-fetched from your original objectives.

Swami Vivekananda in the 18 century wrote, *" Each work has to pass through these stages—ridicule, opposition, and then acceptance. Those who think ahead of their time are sure to be misunderstood"*.

BUILDING HEALTHY TEAM VALUES:

1. We take the fall together because we need to rise together.
2. We confront what's wrong and we preserve what right with our own life example.
3. We only take side with what is right not the person who is right or wrong.
4. We hold one another accountable.
5. We forgive one another.
6. We help one another up always.
7. We refrain from gossip and unnecessary arguments.
8. We act as meditators at all times.
9. We learn what we don't know and we teach what we know.
10. We embrace one another.
11. We encourage and help one another towards academic excellence.
12. We don't crush idea— we build from each one.
13. We respect one another.
14. We make the best out of the worst life offers.
15. We lead by example.
16. We are responsible.
17. We are confidential.
18. We are versatile.

19. We are reliable and trustworthy.
20. We trust the Lord to do all things.
21. We are generous.
22. We are good collectors.
23. We are sacrificial in nature.
24. We are convicted to the cause of serving everyone wholeheartedly.
25. We are problem-solvers.
26. We set good, noble and godly trends.
27. We have positive attitudes.
28. We are agents of change, prisoners of hope and believers of a victorious endings.
29. We are armed with wisdom to disarm foolishness in ourselves first then in others.
30. We celebrate our uniqueness.

Chapter 10

Take advice

Leadership involves making a lot of decisions that will have various consequences and rewards on others and yourself. I was fortunate to have plenty advisors around me in both my officer liaisons the late Mr Naude and current principal Mrs Walters. They shared their life experiences, gave me handful and tactical advice.

Mrs Walters give me a leadership book written by John C Maxwell which changed my entire perspective on leadership.

Your chosen perspective creates your reality. Explore available perspectives by examining the lives of others then decide.

There are three kinds of cars that you find at scrapyards:

1. ***The donor car***

This car has lived its life whether it was short or long. How it dead doesn't matter because what's important is that it has parts to give.

2. *The runner*

This car is alive and kicking lanes but it breaks down oftenly. It needs engine parts to keep it going.

3. *The extra runner*

This car is there for the extras, ranging from the spoiler to the bumpers, coil overs and wheels.

The donor car does the most to give extra life to the runner and to polish the charisma of the extra-runner. We will all take turns to be donors as life proceeds.

We all need good advice, assistance and life encouragement those who are ahead of us, those who are with us and those who are behind us. We take turns to be off value to others and to receive value from others.

Don't travel on a road until you inquire of men who once travelled it successfully, those who are travelling it and those who stopped travelling that particular road. There aren't new roads just new travellers. The oldest traveller of all roads is God Almighty so inquire off Him above all else.

The only educated people are dead people. The living are forever learning. Never be afraid to ask when you don't know something because if you give into that very fear of being inadequate to conquer, ignorance and arrogance will severely punish you.

Chapter 11

A People skill

People vary a lot as we all have different personalities and character traits. Some are extroverted, introverted, introverted-extrovert and extroverted-introverted. Off course personalities amongst teamplayers will clash from time-to-time.

You must as a team player be willing to gain a people skill in order to break out of your own shell. Getting along with others may be easy while with others may not be. People naturally have barriers so give it time. The most silent lady on my team turned out to be the most talkative person when she was made comfortable and accepted by us.

It is improper for any leader not to know his/her team players individually. Bonds need to be built, bonds take a lot of effort and time. The need for attention varies with all individuals.

Emma Thompson puts it like this, *“Any problem, big or small, within a family, always seem to start with bad communication. Someone isn’t listening.”*

People do best when they know that they are heard, cared for and genuinely loved by others. As team players, the need for each is like fish and water.

Chapter 12

Victory over the enemy

There will always be external people who are against your team players and you as a team leader for whatever reasons.

Enemies have the following tendencies:

1. False rumours

The enemy will create a lie about your fellow teammate and spread it as the truth amongst yourselves as team players.

2. False allegations

The enemy will create a rumour that triggers a lack of confidence in a team player or leader.

3. Bring up one's past mistakes

The enemy will bring up a team player's or team leader's past mistakes to justify a lack of confidence in the leader or team player.

4. Ridicule steady progress

The enemy will ridicule the steady progress that the team is making by selling thoughts into a team player or team leader based on comparison with other team's progress.

5. Discourage team players

The enemy will discourage team players using both internal and external factors in their lives or in the lives of other team players.

"We may not be able to prevent other people from being our enemies, but we can prevent ourselves from being enemies toward others."
- Warren Wiersbe

Understand that people are enslaved by the thoughts suggested in their minds by various spirits that they choose to act on. You may fight the unmanifested thoughts beforehand as a team leader through constant reassurance. Once the actions are visible, yours is damage control.

In all these attacks, you are not helpless. The wisdom needed to counterattack all these attacks can be found in research, in seeking credible counsel, in honest prayer and in implementing all of the above strategies.

Chapter 13

Battling self-doubt

The least you want others to know about yourself as a leader is that you are battling self-doubt.

As greatly admired as I was, I battled self-doubt every single when I was a High School President. I passed my officer liaison's office every single day as I wanted to hand in my badge. Every morning, thoughts of being inadequate came along with other destructive criticisms from learners, my teachers and flooded my mind. I was determined every single day of school to quit more especially when things didn't work in my favour.

On one particular day, I walked into Mrs Walters's office to tell her that I quit with tears in my eyes. I had already taken my badges off and placed them on her desk. She spoke the devil out of my mind and heart. She stood me up and put my badges back on my chest. In a nutshell, she was light in my darkness and the tough guy in corner of my ring against my own self-doubt.

It was later in 2013 where I learnt how to talk to myself and to counterattack my own doubts. Positive self-talk in front of the mirror daily boosted my self-esteem and self-confidence. I stopped looking down on myself completely.

“The urge to quit is strongest just before breakthroughs occur. Those are the times when it’s most important to stay focused and committed. You will encounter the urge to quit many times. Get over it. Quitting is not an option; always be prepared to give it one more day.” — Matthew Barnett

Refer to times of triumphs, fortune and blessing. Consolidate within yourself that good history will repeat itself not so long from now. You may have miscarried some of your plans but be certain that you will give birth. Try again! You are wiser and smarter now! Anticipate the worst that can happen and counteract it with the best that can happen! That's how you silence your own doubt. Consult men who can see opportunities in your current difficulties.

Chapter 14

Standardization of treatment

Part of leadership is leading people that don't like you . People don't have to like you but you as a leader have to learn to love them regardless.

To avoid prejudice and favouritism, learn to standardize your treatment towards everyone. I grabbed Albert Einstein saying, “*I speak to everyone in the same way, whether he is the garbage man or the president of the university*”.

When you treat everyone the same, you will have everyone at your service should you need them to help you. Take your hat off to anybody despite who they are or what they have. Respect presents your authority, your wisdom and gives you a few pointers with the women/men of your interest. Respect is wisdom even when our current society sees it as being inferior.

Chapter 15

Communicating effectively

All team leaders want to communicate effectively and all teamplayers want to be heard clearly.

The best leaders are able to listen to a woman's emotions and to a man's logic then formulate a consolidate meaning with a satisfying solution in their response.

It is intriguing how Myles Munroe says, "*Communication is the ability to ensure that people understand not only what you say but also what you mean. It is also the ability to listen to and understand others. Developing both of these aspects of communication takes a lot of time, patience, and hard work*".

Chapter 16

Discipline is key

Visionaries don't enemize discipline. Delight yourself in what you are disciplined at doing otherwise tasks will bore you.

Scripture says, "*For the time being no discipline brings joy, but seems sad and painful; yet to those who have been trained by it, afterwards it yields the peaceful fruit of righteousness [right standing with God and a lifestyle and attitude that seeks conformity to God's will and purpose]*."

Developing favourable habits requires total devotion to the discipline conveyed within your conviction as a leader. There will be time for everything but when it's time to deliver, deliver even when you don't feel like delivering your best.

As a leader, it is your job to set the pace, correct your teamplayers privately and not to embarrass them publicly.

Chapter 17

Leaders boost team-confidence

It is your responsibility as a team leader to create high spirits in your team-players by conveying to them their valuable input to the team's success.

Affirmation is key. Sparking individual confidence is imperative and having one-on-one with your teamplayers is off your best interest.

It also rests upon teamplayers to support and encourage their team leaders hence building healthy relationships between leader and teamplayer is important.

***"When you have confidence, you can have a lot of fun.
And when you have fun, you can do amazing things."
— Joe Namath***

Chapter 18

He saw no colour but Christ

A few years ago , I fellowshipped with other believers at Cornerstone in Gholfsig. The church was 95% packed with Afrikaners and the 5% was shared among Africans and Indians. At first, the church was welcoming to us blacks and one could bond with almost everybody until certain other Afrikaners probably young in the faith joined the fellowship. Sinful nature tensions among the new brethren arose that had elements of racial discrimination and with peace I departed from the fellowship.

Lately as the Spirit ministered to me, I looked at Brother Philip, who had been in that very white-dominated fellowship for years. I marvelled at his spiritual maturity and yearned in my heart for a portion of God's grace bestowed upon his life. Philip didn't see colour nor historical background but Christ. This brother was rooted in love to overlook faults, shortcomings and weaknesses of his white-coloured brothers and sisters.

This realization brought me to repentance and triggered in me a renewedness of mind to live in love and to belong to Christ beyond my relations with men.

***" There is [now no distinction] neither Jew nor Greek, there is neither slave nor free, there is not male [b]and female; for you are all one in Christ Jesus" .
- Galatians 3:28***

Chapter 19

Buddy up!

It was in 2018 at a men's camp. We voluntarily teamed up in pairs as brothers. We shared everything from food to stories. The confession of sins part was interesting as you could talk to someone freely about you and not feel judged, instead your faith buddy would counsel, encourage and pray with you. In turn, you would do the same for them.

"Two are better than one because they have a more satisfying return for their labour; for if either of them falls, the one will lift up his companion. But woe to him who is alone when he falls and does not have another to lift him up". - Ecclesiastes 4: 9 -10

The walk of faith is easier when you walk in pairs. The power of two in the Lord is greater than of just one individual. 72 disciples paired up. 12 disciples paired up. Leaders, it is important to buddy up your team players.

Together or nothing

The purpose of building a team is to have greater results from combined and channelled efforts.

All teamplayers need to understand clearly the 3 C's of their lives: Capabilities, Capacity and being Compatible.

1. Capabilities are comprehensive of all that you are you to do. Don't despise opportunity whether it pays now or later; it is your training.
2. Capacity is a comprehension of how much you take, how much you can give; it is a measure of your willpower.
3. Compatibility is a comprehension of who/ what skills do you need to carry the task at hand effectively. You have an abundance of talent, skill, knowledge and wisdom that someone needs while the other has components that you also lack. You can go for individual glory which is pathetic or join forces to create joint

significance. Life, unfortunately is dual. Everything comes in two's for compatibility's sake. There are people who have gifts, skills and talents similar to the ones you possess. You need to learn from them by selflessly working with them. Have a desire to learn from one another.

“You need to be aware of what others are doing, applaud their efforts, acknowledge their successes and encourage them in their pursuits. When we all help one another, everybody wins.” – Jim Stovall

Chapter 21

Leading by example

It was John Maxwell who said, *"There are two kinds of leaders : A tour guide and a travel agent. A tour guide leads tourists around the course while a travel agent just books tourists to the tour"*. Basically, a tour guide is one that shows how it's done and a travel agent just processes and instructs.

Myles Munroe boldly agrees that, *"Leadership does not mean being bossy, always telling others what to do. No, leadership means going ahead, not putting others in the front. Good leaders lead by example, not by decree. Jesus led by example, and so did Moses, Peter, Paul, and all the other great leaders in the Bible. Leading by example means doing ourselves the things we wish others to do"*.

Have you noticed that children tend to imitate their parents' example more than they listen to their parents' instruction? As a leader, *"Actions speak louder than words"*. People can dispute your words but not your actions. When your *"Do this"* becomes *"Let me show how this is done"*, you are a leader.

ACKNOWLEDGEMENTS

Total gratitude and honour is due to God Almighty who ceases not to enlighten us in matters concerning our lives. It is totally by His gracious loving-kindness and favour that such a project has come to pass through my hands. I am indeed humbled.

I am grateful to the various doctors, specialists' nurses, cleaners, porters and security guards both from Midmed Hospital and Netcare Hospital Pretoria for your dedicated service to the preservations of my young life. May God extend a double portion of the very goodness you poured to Him through my life.

The unconditionally support from my family, friends, business partners, brothers and sisters in the faith and mostly you the reader as a pursuer of truth and wisdom. Thank you so much and my God Almighty abundantly bless you.

About the author:



Njabulo Chriswell Sithole is a 26 year old Author of various books, inspirational speaker of note, leadership advisor, marketing graduate, unparalleled problem-solver and highly innovative business consultant whose influential mindset is too provocative to resist. His motto is, "The benchmark is authenticity. The drive is excellence. The application is humility. The lesson is experience. The reward is fulfillment".

He has been recently hosted on various radio talk shows and received coverage also in print media such as: Hope FM in Witbank, KCSR FM in Ekangala, Tshwane FM, UY FM in Richards Bay, Talitha Cumi FM and GM FM in Mhluzi, Middelburg Observer, High Veld Chronicle, Chronicle radio to list but a few. His new

book "Words left unsaid", which he co-authors with his late father has been recently reviewed by SABC 2 , Morning live in July 2020. He is again often found facilitating leadership workshops, encouraging staff members of various organisations on ethics, skill development, inspiring hundreds of school assemblies across the country and blessing congregations with wholesome teachings.

Lately he has astonished most parts of South Africa with his eagerly awaited book" Umjolo Masimba" which has become commendable among leaders of various organisations and youths.

Njabulo Chriswell Sithole leadership portfolio:

- 2010 - African Gospel Church Youth Fundraising officer
- Peer educator (RADS)
- 2011 - RCL member and SGB rep
- 2012 - Outreach Program officer
- 2013 - RCL President and SGB rep
- Simply united together Mpumalanga Chairman
- Debate team assistant coach
- 2014 - Word impact Junior Marketing manager
- 2015 - Word Impact Youth leader

2016 - Word Impact Head of Marketing
-New Economy executive member
2017 - Middelburg Youth Interdominational Fellowship
Head of Marketing.
NADA - Outreach program manager & facilitator
2018 - Director of Mr Accessory
2019 - Middelburg Youth Interdominational Fellowship
Deputy Chairperson
- South African Youth Council Religious representative
(Steve Tshwete Local Municipality).
2021 - Mountain of prayer family church international
Public Relations officer & National board member
- Mountain of Prayer Family Church international acting
Youth desk leader